# Template periodic disclosure for the financial products referred to in Article 8, paragraphs 1, 2 and 2a, of Regulation (EU) 2019/2088 and Article 6, first paragraph, of Regulation (EU) 2020/852

**Product name:** DNCA INVEST SRI EUROPE GROWTH

**Legal entity identifier:** 213800UJS8YOK6AH9644

## Environmental and/or social characteristics

*Sustainable investment means an investment in an economic activity that contributes to an environmental or social objective, provided that the investment does not significantly harm any environmental or social objective and that the investee companies follow good governance practices.*

*The **EU Taxonomy** is a classification system laid down in Regulation (EU) 2020/852, establishing a list of environmentally **environmentally sustainable economic activities**. That Regulation does not include a list of socially sustainable economic activities. Sustainable investments with an environmental objective might be aligned with the Taxonomy or not.*

| **Did this financial product have a sustainable investment objective?** | |
|---|---|
| ☐ Yes | ☑ No |
| ☐ It made **sustainable investments with an environmental objective**: | ☑ It **promoted Environmental/Social (E/S) characteristics** and while it did not have as its objective a sustainable investment, it had a proportion of 68.5% of sustainable investments |
| ☐ in economic activities that qualify as environmentally sustainable under the EU Taxonomy | ☐ with an environmental objective in economic activities that qualify as environmentally sustainable under the EU Taxonomy |
| ☐ in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy | ☑ with an environmental objective in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy 32.3% |
| | ☑ with a social objective 36.1% |
| ☐ It made **sustainable investments with a social objective**: | ☐ It promoted E/S characteristics but **did not make any sustainable investments** |

### To what extent were the environmental and/or social characteristics promoted by this financial product met?

The characteristics promoted by the product were governance, environment, social and societal criteria.

The management of the product relied on the proprietary analysis tool on environment, social and governance: ABA (*Above and Beyond Analysis*).

As part of the promotion of such characteristics, the product principally considered the following ESG matters:

- Environment: GHG emissions, airborne pollution, waterborne pollution, water consumption, land use.
- Social: Excessive CEO Compensation, gender inequality, health and safety issues, child labor.
- Governance: Monitoring corruption and bribery, tax avoidance.
- Global ESG quality rating.

In this way, for private issuers, the investment process based on stock picking took into account an internal Corporate Responsibility rating thanks to an extra-financial analysis through the ABA tool, with a "best in universe" approach (selection of the investment universe independently of the sectoral activity).

The product did not use a benchmark for the purpose of attaining the ESG Characteristics promoted by the product.

Some DNCA Finance funds are subject to ESMA's Fund Naming Regulation. This regulation requires funds with an ESG-related name to comply with specific requirements defined for each category. Thus, a fund with an ESG name is assigned to one of the following categories: Environment, Social, Governance, Transition, Impact and Sustainability, and applies the constraints associated with that classification as defined in the ESMA guidelines.

- **How did the sustainability indicators perform?**

***Sustainability indicators*** *measure how the environmental or social characteristics promoted by the financial product are attained.*

The sustainability indicators of the product for private issuers were:

- The *Above and Beyond Analysis*(*ABA, the proprietary tool) Corporate Responsibility Score: the main sustainability indicator used by the product is the ABA scoring based on the Corporate Responsibility and divided into four pillars: shareholder responsibility, environmental responsibility, employer responsibility, societal responsibility.*
- The Transition to a Sustainable Economy exposure: the asset manager completes this analysis by an assessment of companies' exposure to *Transition to a Sustainable Economy*. This exposure is calculated among five pillars: demographic transition, healthcare transition, economic transition, lifestyle transition and ecologic transition.
- Exposure to UN Sustainable Development Goals: the Management Company assesses for each company the part of revenues linked to one of the 17 Sustainable Development Goals of the United Nations.
- Carbon data: carbon footprint (t $CO_2$/m$ invested) of the portfolio. This data corresponds to PAI Corpo 2, which is presented further on in this document.
- Carbon intensity (t $CO_2$/m$ revenues) of the portfolio. This data corresponds to PAI Corpo 3, which is presented further on in this document.
- The proportion of the product's portfolio in the *"worst offenders"* list of the Management Company; this list is consisted of the issuers most at risk from a social responsibility point of view. This list is established based on major controversies, after analysis by members of the SRI team, and after validation by the Sustainable Investment Monitoring Committee.

**Performance of sustainability indicators for private issuers**

| Sustainability indicators | Performance of the sustainability indicators | | | |
|---|---|---|---|---|
| | **29/12/23** | **31/12/24** | **31/12/25** | **Evolution** |
| ABA Corporate Responsibility score | 5.93/10 | 5.75/10 | 5.57/10 | -0.18 |
| Transition to a Sustainable Economy exposure (of revenues) | 51.26% | 44.66% | 50.00% | +5.34% |
| % Exposure to the SDGs (of revenues) | 51.26% | 44.66% | 50.00% | +5.34% |
| Carbon footprint | 151 | 269 | 265 | -3 |
| Carbon intensity | 577 | 887 | 977 | +90 |
| % *Worst Offenders* list | 0% | 0% | 0% | 0% |

The data for the 2022 financial year, which have a different methodology and frequency of calculation, are not comparable with those for subsequent periods.

Sustainable development indicators have not been assured by an auditor or reviewed by a third party.

- **...and compared to previous periods?**

In 2025, the fund made several investment decisions that affected performance indicators, without, however, compromising the achievement of these objectives, all of which were met. All new investments met the requirement of a minimum rating of 2/10.
As regards revenue exposure to the SDGs, this has risen by 5 percentage points, mainly due to a reduction in exposure to companies with limited sustainable transition, such as Flutter. These reductions are in line with the fundamental and financial discipline of portfolio management.
The increase in the portfolio's carbon intensity reflects a sectoral mix more heavily weighted towards structurally more carbon-intensive industrial stocks, with a view to positioning the fund for the defence/reindustrialisation momentum in 2025.
The fund has not been affected by holdings in companies featured on the Worst Offenders list.

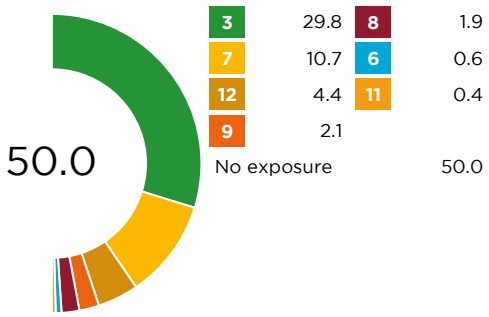
- **What were the objectives of the sustainable investments that the financial product partially made and how did the sustainable investment contribute to such objectives?**

The objectives of the sustainable investments of the product were the contributions of the investee companies to the United Nations Sustainable Development Goals (SDG). These companies are required to comply with the following eligibility conditions which are based on a "pass-fail" approach:

- minimum 5% revenues exposed to SDGs, according to the internal sustainability framework based on Sustainable Transition Activities (demographic transition and/or healthcare transition and/or economic transition and/or lifestyle transition and/or ecologic transition).
- minimum rating of 2 out of 10 on Corporate Responsibility Rating (ABA) (taking into account controversies and PAI, Principal Adverse Impacts) combined with the exclusion policy, integrating the Do Not Significantly Harm on any environmental or social objective (see below).
- minimum rating of 2 out of 10 on Governance (Corporate Governance Practices).

The minimum rate of 2 of 10 (Corporate Responsibility in the proprietary tool ABA) is in line with the objective to Do No Significant Harm to the social or environmental objectives.

**SDG's exposure**
(% of revenues)




1 No poverty. 2 Zero hunger. 3 Good health and well-being. 4 Quality education. 5 Gender equality. 6 Clean water and sanitation. 7 Clean and affordable energy. 8 Decent work and economic growth. 9 Industry, innovation and infrastructure. 10 Reduced inequalities. 11 Sustainable cities and communities. 12 Sustainable consumption and production. 13 Tackling climate change. 14 Aquatic life. 15 Terrestrial life. 16 Peace, justice and effective institutions. 17 Partnerships to achieve the goals.

- **How did the sustainable investments that the financial product partially made not cause significant harm to any environmental or social sustainable investment objective?**

The adverse impacts of the companies' activities on environment and social objectives were directly integrated into the ABA Corporate Responsibility Rating (which integrates the indicators for adverse impacts on sustainability factors in Table 1 of Annex 1 of the SFDR RTS and may lead to a downgrading of the ABA scoring under the minimum rating).

In this background, the Asset Manager has implemented in accordance with its Exclusion Policy the following exclusions:

- Thermal coal and unconventional oil and gas: the Asset Manager gradually excluded companies involved in thermal coal and unconventional oil and gas business.
- Controversy weapons: issuers were excluded from all the Asset Manager's portfolios
- Non-compliance with UN Global Compact: issuers with severe breaches to the UN Global Compact principles were integrated in the Asset Manager's *Worst Offenders* list and excluded from all the portfolios.

No breaches of the various 'Do Not Significantly Harm' indicators were identified in 2025. The fund therefore complied with the exclusion policy implemented by the management company, as well as its own exclusion policy (see exclusion policy). No serious controversies were observed regarding the portfolio companies. All securities in the portfolio meet the minimum responsibility rating, which includes PAI and the impact of controversies. Finally, certain portfolio companies were the subject of minor controversies that did not require any specific engagement.

***Principal adverse impacts*** *are the most significant negative impacts of investment decisions on sustainability factors relating to environmental, social and employee matters, respect for human rights, anti-corruption and anti- bribery matters.*

- *How were the indicators for adverse impacts on sustainability factors taken into account?*

The integration of the 14 mandatory PAI plus 3 optional PAI aimed to build a Corporate Responsibility Rating out of 10. A minimum rating of 2 out of 10 is thus consistent to the DNSH approach (Do No Significant Harm to the social or environmental objectives) in addition to two binding PAI (PAI 10- Violation UNGC and PAI 14- Controversial weapons).

- *Were sustainable investments aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights? Details:*

Issuers that did not comply with the principles of the United Nations Global Compact were unfavorably rated for Corporate Responsibility in the ABA tool.

Issuers with controversies or in severe breach to UN Global Compact Principles (example: human rights or fight against corruption) based on the internal approach were excluded from the portfolio through the *Worst Offenders* list after internal analysis.

The *internal approach*as described below allowed the Asset Manager to define a list of issuers identified as being in breach of the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights and which have been qualified as having committed a "severe breach" by the Management Company's Ethics Committee. These issuers were therefore included in an exclusion list of the *Worst Offenders* and which are prohibited from investing.

To perform this analysis, the Management Company used an external data provider's database to:
1. Extract issuers with "norms based" alerts ;
2. Filter out irrelevant issuers ;
3. Qualitative analysis of the infringements by the Management Company's Ethics Committee ;
4 . Include issuers identified as having committed a *severe breach* in the list of *Worst Offenders*.

Hence, the sustainable investments were aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

*The EU Taxonomy sets out a "do not significant harm" principle by which Taxonomy-aligned investments should not significantly harm EU Taxonomy objectives and is accompanied by specific EU criteria.*

The "do no significant harm" principle applies only to those investments underlying the financial product that take into account the EU criteria for environmentally sustainable economic activities. The investments underlying the remaining portion of this financial product do not take into account the EU criteria for environmentally sustainable economic activities.
*Any other sustainable investments must also not significantly harm any environmental or social objectives.*

## How did this financial product consider principal adverse impacts on sustainability factors?

For Private issuers, The product took into account the principal adverse impacts on sustainability factors:

- The Principal Adverse Impact analysis was part of the Corporate Responsibility Rating ;
- The Asset Manager has implemented an Adverse Impact on Sustainability Policy, measuring the PAI. The Policy first intended to monitor the contributions to climate change ($CO_2$ emissions, $CO_2$ intensity, implied temperature) in the context of the "Climate Trajectory" objectives.

Principal Adverse Impacts

| PAI | Unit | Fund | | Ref. Index | |
|---|---|---|---|---|---|
| | | Coverage | Value | Coverage | Value |
| PAI Corpo 1_1 - Tier 1 GHG emissions | T $CO_2$ | 99% | 6,035 | | |
| PAI Corpo 1_2 - Tier 2 GHG emissions | T $CO_2$ | 99% | 8,146 | | |
| PAI Corpo 1_3 - Tier 3 GHG emissions | T $CO_2$ | 99% | 181,450 | | |
| PAI Corpo 1T - Total GHG emissions | T $CO_2$ | 99% | 195,630 | | |
| PAI Corpo 1T_SC12 - Total GHG emissions (Scope 1+2) | T $CO_2$ | 99% | 14,180 | | |
| PAI Corpo 2 - Carbon footprint | T $CO_2$/EUR M invested | 99% | 265 | 100% | 552 |
| PAI Corpo 3 - GHG intensity | T $CO_2$/EUR M sales | 99% | 977 | 100% | 978 |
| PAI Corpo 4 - Share of investments in companies active in the fossil fuel sector | | 99% | 0% | 100% | 0% |
| PAI Corpo 5_1 - Share of non-renewable energy consumption | | 99% | 63.8% | 99% | 56.8% |
| PAI Corpo 5_2 - Share of non-renewable energy production | | 5% | 64.8% | 8% | 54.6% |
| PAI Corpo 6 - Energy consumption intensity by sector with high climate impact | GWh/EUR M sales | 99% | 0.4 | 99% | 0.5 |
| PAI Corpo 7 - Activities with a negative impact on biodiversity-sensitive areas | | 99% | 0.1% | 100% | 0.2% |
| PAI Corpo 8 - Water discharges | T Water Emissions | 4% | 0 | 15% | 0 |
| PAI Corpo 9 - Hazardous or radioactive waste ratio | T Hazardous Waste/EUR M invested | 99% | 0.2 | 100% | 7.5 |
| PAI Corpo 10 - Violations of UNGC and OECD principles | | 99% | 0.0% | 100% | 0.0% |
| PAI Corpo 11 - Lack of UNGC and OECD compliance processes and mechanisms | | 99% | 0.0% | 100% | 0.0% |
| PAI Corpo 12 - Unadjusted gender pay gap | | 94% | 11.8% | 93% | 13.2% |
| PAI Corpo 13 - Gender diversity in governance bodies | | 99% | 42.4% | 100% | 42.8% |
| PAI Corpo 14 - Exposure to controversial weapons | | 99% | 0.0% | 100% | 0.0% |
| PAI Corpo OPT_1 - Water use | $m^3$/EUR M sales | 68% | 4,263 | 72% | 959 |
| PAI Corpo OPT_2 - Water recycling | | 5% | 0.0% | 7% | 0.2% |
| PAI Corpo OPT_3 - Investments in companies with no policy for preventing accidents at work | | 99% | 0.0% | 100% | 0.0% |

Source : MSCI

## What were the top investments of this financial product?

*The list includes the investments constituting **the greatest proportion of investments** of the financial product during the reference period which is: (2025).*

**Top investments of the portfolio (January 2025 - December 2025) :**

| Largest investments | Sector | % of assets | Country |
|---|---|---|---|
| EssilorLuxottica SA | Health Care | 4.94% | France |
| Air Liquide SA | Chemicals | 4.90% | France |
| AstraZeneca PLC | Health Care | 4.60% | United Kingdom |
| Schneider Electric SE | Industrial Goods and Services | 4.17% | France |
| Lonza Group AG | Health Care | 4.16% | Switzerland |
| SAP SE | Technology | 3.82% | Germany |
| ID Logistics Group SACA | Industrial Goods and Services | 3.77% | France |
| Safran SA | Industrial Goods and Services | 3.72% | France |
| Gaztransport Et Technigaz SA | Energy | 3.67% | France |
| Lottomatica Group Spa | Travel and Leisure | 3.47% | Italy |
| BioMerieux | Health Care | 3.46% | France |
| Galderma Group AG | Health Care | 3.27% | Switzerland |
| ASML Holding NV | Technology | 3.12% | Netherlands |
| MTU Aero Engines AG | Industrial Goods and Services | 2.68% | Germany |
| Flutter Entertainment PLC | Travel and Leisure | 2.51% | Ireland |

*The data presented are calculated on the basis of a quarterly average over the past financial year.*

## What was the proportion of sustainability-related investments?

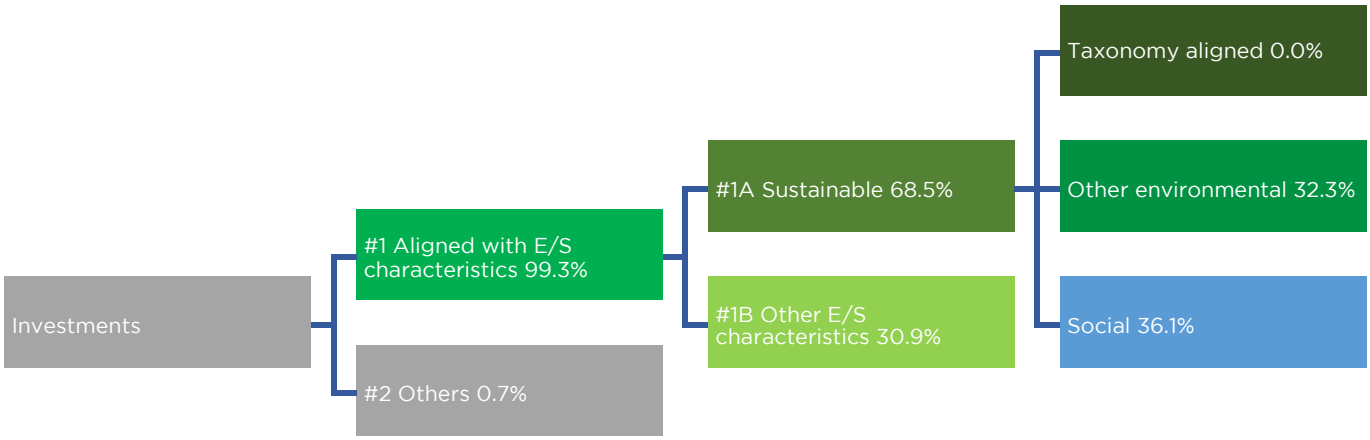
***Asset allocation*** *describes the share of investments in specific assets.*

As of 31 December 2025, the product invested 99.3% of its net assets in investments aligned with environmental and social characteristics. 68.5% of those were directly invested in sustainable investments. The remaining portion of the product's net assets (#2 Other) consisted of financial derivative instruments, deposits at sight, money market funds, money market instruments and other deposits used for hedging and efficient portfolio management purposes and to manage the liquidity of the portfolio or to reduce any specific financial risk.

- **What was the asset allocation?**

| Investments | Data as of 31/12/2025 | Data as of 31/12/2024 | Data as of 29/12/2023 |
|---|---|---|---|
| #1 Aligned with E/S characteristics | 99.3% | 97.7% | 96.5% |
| #1A Sustainable | 68.5% | 68.2% | 68.0% |
| Taxonomy aligned | 0.0% | 0.0% | - |
| Other environmental | 32.3% | 29.8% | 28.8% |
| Social | 36.1% | 38.5% | 39.2% |
| #1B Other E/S characteristics | 30.9% | 29.5% | 28.5% |
| #2 Others | 0.7% | 2.3% | 3.5% |

**Data as of 31/12/2025**




*The data presented are calculated on the basis of a quarterly average over the past financial year.*

For the 2025 financial year, the information received from our data providers does not appear to be sufficiently reliable following the initial checks carried out to quantify the proportion of investments aligned with the taxonomy.
DNCA Finance has therefore prudently chosen not to use it and not to communicate the consolidated alignment figures this year for funds not committed to this criterion.

**#1 Aligned with E/S characteristics** includes the investments of the financial product used to attain the environmental or social characteristics promoted by the financial product.

**#2 Other** includes the remaining investments of the financial product which are neither aligned with the environmental or social characteristics, nor are qualified as sustainable investments.

The category **#1 Aligned with E/S characteristics** covers:

- The sub-category **#1A Sustainable** covers environmentally and socially sustainable investments.
- The sub-category **#1B Other E/S characteristics** covers investments aligned with the environmental or social characteristics that do not qualify as sustainable investments.

- **In which economic sectors were the investments made?**

**The investments were made in the following economic sectors (January 2025 - December 2025):**

| Sector | % AUM |
|---|---|
| Health Care | 30.21% |
| Industrial Goods and Services | 23.99% |
| Technology | 14.25% |
| Consumer Products and Services | 6.56% |
| Travel and Leisure | 5.98% |
| Chemicals | 5.83% |
| Energy | 4.06% |
| Construction and Materials | 3.60% |
| Automobiles and Parts | 1.49% |
| Financial Services | 1.36% |
| Media | 1.05% |
| Food, Beverage and Tobacco | 0.79% |
| Retail | 0.18% |
| Real Estate | 0.00% |
| Personal Care, Drug and Grocery Stores | 0.00% |

*The above sector classification can differ from the one used in the financial periodic report.*
*The data presented are calculated on the basis of a quarterly average over the past financial year.*

**As of 31 December 2025, the fossil fuel exposure is 0.0%.**

## To what extent were the sustainable investments with an environmental objective aligned with the EU Taxonomy?

*To comply with the EU Taxonomy, the criteria for **fossil gas** include limitations on emissions and switching to fully renewable power or low-carbon fuels by the end of 2035. For **nuclear energy**, the criteria include comprehensive safety and waste management rules.*

***Enabling activities** directly enable other activities to make a substantial contribution to an environmental objective.*

***Transitional activities are** activities for which low-carbon alternatives are not yet available and among others have greenhouse gas emission levels corresponding to the best performance.*

*Taxonomy-aligned activities are expressed as a share of:*
*- **turnover** reflecting the share of revenue from green activities of investee companies.*
*- **capital expenditure** (CapEx) showing the green investments made by investee companies, e.g. for a transition to a green economy.*
*- **operational expenditure** (OpEx) reflecting green operational activities of investee companies.*

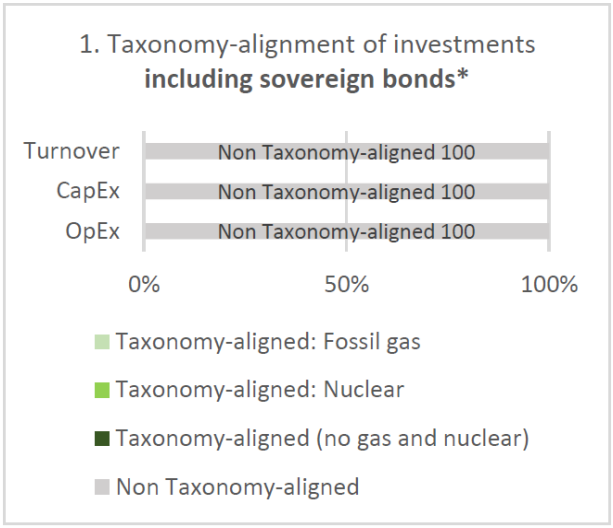
For the 2025 financial year, the information received from our data providers does not appear to be sufficiently reliable following the initial checks carried out to quantify the proportion of investments aligned with the taxonomy.
DNCA Finance has therefore prudently chosen not to use it and not to communicate the consolidated alignment figures this year for funds not committed to this criterion.

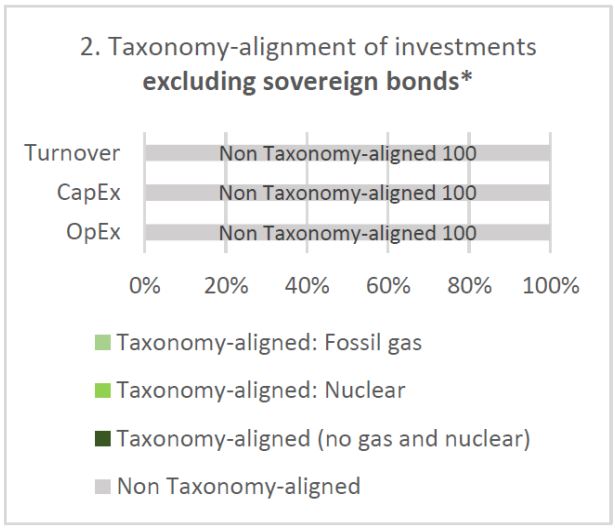
- **Did the financial product invest in fossil gas and/or nuclear energy related activities complying with the EU Taxonomy[1] ?**

☐ Yes:
- ☐ In fossil gas
- ☐ In nuclear energy

☑ No

The graphs below show in green the percentage of investments that were aligned with the EU Taxonomy. As there is no appropriate methodology to determine the taxonomy-alignment of sovereign bonds*, the first graph shows the Taxonomy alignment in relation to all the investments of the financial product including sovereign bonds, while the second graph shows the Taxonomy alignment only in relation to the investments of the financial product other than sovereign bonds.




*This chart represents 100.0% ok the total asset.*

**For the purpose of these graphs, 'sovereign bonds' consist of all sovereign exposures*

[1] *Fossil gas and/or nuclear related activities will only comply with the EU Taxonomy where they contribute to limiting climate change (climate change mitigation) and do not significantly harm any EU Taxonomy objective – see explanatory note in the left-hand margin. The full criteria for fossil gas and nuclear energy economic activities that comply with the EU Taxonomy are laid down in Commission Delegated Regulation (EU) 2022/1214.*

- **What was the share of investments made in transitional and enabling activities?**

Not applicable

- **How did the percentage of investments that were aligned with the EU Taxonomy compare with previous reference periods?**

Not applicable



## What was the share of sustainable investments with an environmental objective not aligned with the EU Taxonomy?

*The symbol ⊘ represents sustainable investments with an environmental objective that **do not take into account the criteria** for environmentally sustainable economic activities under Regulation (EU).*

The product's invested 32.3% of its net assets in sustainable investments with an environmental objective that were not aligned with the EU Taxonomy Regulation (given the lack of taxonomy data, DNCA Finance considers that all environmental investments are not aligned with the EU Taxonomy).



## What was the share of socially sustainable investments?

The product invested 36.1% of its net assets in sustainable investments with a social objective.



## What investments were included under "other", what was their purpose and were there any minimum environmental or social safeguards?

The investments included under *#2 Other* could consist of financial derivative instruments, deposits at sight, money market funds, money market instruments and other deposits used for hedging and efficient portfolio management purposes and to manage the liquidity of the portfolio or to reduce any specific financial risk.

These investments did not have specific environmental or social safeguards.

## What actions have been taken to meet the environmental and/or social characteristics during the reference period?

The investment process was based on the following three stages:

- Selection of the investment universe combining a financial and extra-financial approach in particular by excluding issuers which do not comply with our minimum standards for inclusion (rating below 2/10 in the ESG proprietary tool) or exposed to major controversies;
- Asset classes allocation based on an analysis of the investment environment and the management team's risk appetite;
- Security selection is based on a fundamental analysis of issuers from the point of view of the minority shareholder and/or bond creditor, taking into account ESG criteria and the valuation of the instruments.

The ABA scoring is the proprietary tool of analysis and Corporate Responsibility Rating used to anticipate companies' risks especially looking at the relationship with their stakeholders: employees, supply chains, clients, local communities, and shareholders..., regardless of the sector of activities.

The ABA analysis of corporate responsibility is broken down into four pillars:

- Shareholders responsibility (board of directors and general management, accounting practices and financial risks, etc.) ;
- Social responsibility (including working conditions, diversity policy, accidentology, training policy, etc.);
- Societal responsibility (tax optimisation, corruption, respect for local communities and respect for personal data);
- Environmental responsibility (including environmental management policy, consideration of biodiversity issues, etc.).

This in-depth analysis, combining qualitative and quantitative research, leads to a rating out of 10.

The engagement process, which aims to serve the ESG objectives of the product, is carried out in several steps:

1. Identify targets for proactive and reactive engagement among issuers in DNCA Finance's investments, following on from the alert system set up as part of sustainability risk and negative impact management.

2. Implement an engagement plan for the identified engagement targets, monitor the engagement process and measure the results.

3. Integrate the results of engagement actions into investment decisions.

DNCA Finance's proactive engagement aims to encourage companies to develop better transparency and management of their ESG issues, through an ongoing dialogue. The reactive engagement process is an escalation process that relies on the alert mechanism in place for sustainability risk and negative impact management. The engagement actions can include requests for corrective actions and the possible decision to disinvest (*Worst Offenders*). DNCA Finance also participates in collective initiatives for coordinated and/or collaborative actions to promote best practices on systemic or transversal topics, concerning certain issuers, ESG issues likely to generate sustainability risks and/or negative sustainability impacts, and compliance with the principles of the Task Force on Climate related Financial Disclosure (TCFD) and the Task Force on Nature related Financial Disclosure (TNFD).

As part of our monitoring of social issues relating to human capital, we engaged with ASML in 2025 to gain a better understanding of its workforce management practices as business activity returned to normal. Our discussions revealed that the recruitment process involves a training period of 9 to 12 months, making it difficult to replace staff. The company therefore adopts a cautious approach to workforce reduction and, where necessary, prioritises a recruitment freeze over redundancies. ASML is also reducing its reliance on temporary workers and investing in optimising its training programmes to accelerate the skills development of new employees. Finally, the company maintains strong links with local educational networks to secure its future recruitment needs.

## How did this financial product perform compared to the reference benchmark?

*The **reference index** are indices that make it possible to measure whether the financial product achieves the environmental or social characteristics that it promotes.*

The chosen reference index is not intended to be aligned with the environmental and social ambitions promoted by the financial product.

- **How did the reference benchmark differ from a broad market index?**

Not applicable

- **How did this financial product perform with regard to the sustainability indicators to determine the alignment of the reference benchmark with the environmental or social characteristics promoted?**

Not applicable

- **How did this financial product perform compared with the reference benchmark?**

Not applicable

- **How did this financial product perform compared with the broad market index?**

Not applicable